

Prepare now to prevent heat illness when the temps rise

Soon the temperatures will rise and district staff should be prepared to prevent heat illness. Heat illness is a serious medical condition resulting from the body's inability to process excess heat and properly cool.



All California employers are required to have a heat illness prevention plan. The plan must include procedures for providing water, cool down areas, high heat, emergency response and acclimatization. Employees are required to complete appropriate training.

Employers are responsible for preventing heat-related illnesses in outdoor and indoor workspaces. Supervisors are required to monitor the weather and prepare for anticipated temperatures above 80 degrees Fahrenheit.

In July 2024, new indoor heat illness prevention regulations became effective. Indoor heat illness prevention requires temperature and heat index monitoring, and controls when indoor temperatures

equal or exceed 87 degrees Fahrenheit. If employees wear clothing that restricts heat removal, or work in high-radiant heat areas, the threshold to implement measures is lower, at 82 degrees Fahrenheit. In SIA member districts, these areas may include:

- Kitchens
- Shop and agriculture classrooms
- School buses
- Storage containers

Each district is required to use control measures to minimize the risk of heat illness. Engineering controls may include using cooling fans, increasing natural ventilation, and utilizing reflective shields to block radiant heat. Administrative controls are methods to limit exposure by adjusting work procedures or schedules. District staff also may utilize personal protective equipment such as cooling vests or neck wraps. The selection of the control measures is based on environmental factors and feasibility.

To help protect staff and co-workers, it's important to learn district procedures and ways to prevent heat illness:

- Be familiar with the district's heat illness prevention plan.
- Complete training when assigned and ensure that staff are fully trained.

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Phone Scams: How they work and how to protect yourself

By Gustavo Mastroianni, SIA Chief Information Security Officer

Phone scams have become one of the most pervasive forms of fraud, targeting individuals and businesses alike. Scammers use deception, fear and urgency to trick their victims into handing over money, personal information and access to sensitive accounts. As technology advances, so do the tactics of these fraudsters, making it more important than ever to stay informed and vigilant.

How phone scams work

Phone scams come in many forms, but they all rely on manipulation. Scammers often pretend to be employees, customer service representatives, and even loved ones in distress. Their goals are to create panic, urgency and trust and to pressure their targets into making poor decisions.

Most phone scams follow a similar pattern:

The Call - The scammers contact the victims, often using caller ID spoofing to make the numbers appear legitimate.

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Prevent heat illness

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- Learn prevention measures:
 - Stay hydrated and avoid caffeine.
 - Avoid overexertion.
 - Take breaks in cool and shaded areas.
 - Acclimate to the heat over a few days when starting a new position or task that involves heat exposure. All employees should be prepared to acclimate in a heat wave.
- Know the symptoms of heat illness.
- Be alert to signs of heat illness in staff and coworkers. Establish a buddy system to check on others, especially for those who work alone.
- Understand the district's emergency procedures.

Adhering to heat illness regulations and district procedures is crucial both for the well-being of staff and for maintaining safe, productive work environments.

Resources for members:

To assist with training, many of SIA's member districts use *Public School Works* for online teaching. PSW offers two courses that address the California requirements for heat illness prevention: *Heat Illness Prevention Training for Supervisors – California* and *Heat Illness Awareness – California*

For additional heat illness prevention materials, visit the [SIA website](#). There's a plan template, a brochure, posters and more.

Also visit the [CalOSHA website](#) for additional information.



Meet today's leadership challenges with flexibility, coaching, support

Sometimes it's easy to keep staff motivated and on track to meet the district's goals. At other times, leaders need to work harder at keeping their teams energized. These days many leaders are finding that extra effort is called for, so consider these tips:



Take a flexible approach. Rigidity from leaders unmotivates staffers. Give up the heavy-handed approach and be willing to say, "I'm not entirely sure; what do you think?" or "Let's try something new and see if it works."

Delegate and trust more. Most people learn by doing, and motivation comes from learning and succeeding. Giving people more responsibility is the key to not only their development but also to their morale level. Assign meaningful work and trust them to complete assignments without micromanaging their efforts.

Concentrate on coaching. Mentoring employees is always important. Work with staff members individually to better understand how to coach them to be their best and to convey how their skills will contribute to the district's goals.



Engage them in discussions of long-term success both to build loyalty and foster connection to the overall objectives.

Source: *Communication Briefings*

Phone scams (continued from page 1)

The Hook - Scammers use fear, urgency or false promises to gain the victims' attention.

The Ask - They request money, personal information or access to sensitive accounts.

The Pressure - The scammers push their victims to act quickly, before their targets have time to think critically or verify the requests.

The Damage - Once the scammers get what they want, they disappear, leaving the victims with financial loss and/or identity theft.

Common types of phone scams

IRS and government impersonation scams

Scammers often pretend to be from the IRS, Social Security Administration or other government agencies, claiming that their victims owe money or that their Social Security numbers have been compromised. They demand immediate payment and threaten arrest, deportation or other legal consequences.

Red flag: The government doesn't demand payment over the phone or threaten arrest for unpaid taxes.

Tech support scams

In this scam, the callers claim to be from well-known tech companies like Microsoft or Apple. They tell the victims that their computers have a virus and request remote access or payment for "repair services."

Red flag: Legitimate tech companies don't make unsolicited calls about computer issues.

Bank and credit card scams

Scammers pose as bank representatives or fraud departments, claiming there's suspicious activity on the victims' accounts. They ask for banking details, card numbers or passwords to "verify" the accounts.

Red flag: Banks will never ask for sensitive information such as PINs or passwords over the phone.

Utility scams

The callers claim to be from utility companies and threaten to cut off service unless immediate payment is made.

Red flag: Utility companies send written notices before disconnecting service and don't demand payment over the phone.

Robocall and AI voice scams

Automated robocalls claim to offer debt relief, free vacations or extended car warranties. Some scammers now use AI-generated voices to impersonate real people.

Red flag: Hang up on robocalls, especially those that ask for responses or information.

How to protect yourself from phone scams

Never share personal information

Don't provide Social Security numbers, bank details, passwords or credit card numbers to unknown callers.

Verify before you act

If a caller claims to be from a government agency, bank or utility company, hang up and call the official number listed on their website.

Be skeptical of urgency

Scammers rely on panic to cloud judgment. Take a moment to think before making any decision.

Use call blocking and screening features

Many smartphones and phone carriers offer call-blocking tools to reduce unwanted calls.

Register with the national do not call registry

While this will not stop all scams, registering phone numbers at [donotcall.gov](https://www.donotcall.gov) can reduce legitimate telemarketing calls, making it easier to spot fraudsters.

Hang up on robocalls

Hang up immediately on any calls with automated messages directing the recipients to press a number. Engaging with robocalls can lead to more scam attempts.

What to do if you've been scammed

Those who suspect they've fallen victim to phone fraud should:

Contact their banks: If financial information was provided, notify the bank or credit card provider immediately.

Freeze credit: Consider placing a fraud alert or credit freeze with the major credit bureaus (Experian, Equifax, TransUnion).

Report identity theft: Visit [IdentityTheft.gov](https://www.identitytheft.gov) to report and recover from identity theft.

Monitor accounts: Regularly check bank statements and credit reports for any suspicious activity.

Change passwords: If login information was shared, update passwords and enable multi-factor authentication (MFA).



Optum EAP coaching program offers a new kind of support tool

SIA district members who participate in the employee assistance program (EAP) through Optum have a new tool to share with their employees. It's called *virtual behavioral coaching* and it links self-care and therapy.

This personalized, self-paced support helps with managing symptoms of depression, stress and anxiety. Under the guidance of a dedicated coach, the eight-week structured program delivers a tailored path to help build and improve coping skills. It also includes ongoing access to resiliency tools upon course completion.

For more information, contact the district HR department or Teresa Franco at tfranco@sia-jpa.org.

Participating districts:

Arcohe Union SD	Natomas USD
El Dorado COE	Placerville Union SD
Folsom-Cordova USD	Rescue Union SD
Galt Joint Union ESD	River Delta USD
Galt Joint Union HSD	New Hope Charter School (Robla)
Hayward USD	Robla SD
Latrobe SD	Sacramento City USD
Natomas Charter School	Sacramento COE



COVID requirements end, safe work practices remain

COVID-19 non-emergency standards ended on February 3, 2025. Employers throughout the state are required to continue to keep COVID records until February 2026.

Although COVID-19 prevention regulations are no longer required, school districts must continue to maintain safe and healthy places of employment. In accordance with each district's injury and illness prevention program (IIPP), all employees are responsible for using safe work practices, following all directives, policies and procedures, and assisting with maintaining safe work environments.

For more information visit www.dir.ca.gov.

Certified school risk manager program begins in May

SIA continues to offer member district staff the opportunity to increase their school risk management skills through the Certified School Risk Manager (CSRM) program. The course will be in-person at the SIA office.

The five-class program provides participants with in-depth knowledge, terminology and philosophy of the risk management process as it relates to schools. Participants will learn how to better protect their schools against unplanned losses and effectively maintain budget integrity.



Upon successfully completing the five classes and associated exams, participants will receive the CSRM designation. The CSRM coursework can be spread out over a period of three years and courses can be taken just for the educational benefits.

Class fees are waived for SIA member district employees and interested staff can register [here](#).

The course schedule for 2025 is:

- May 8** – Fundamentals of Risk Management
- June 12** – Measuring School Risks
- July 31** – Handling School Risks
- September 11** – Funding School Risks
- October 30** – Administering School Risks

QUOTE TO NOTE

"A pessimist sees the difficulty in every opportunity; an optimist sees the opportunity in every difficulty."

– Winston Churchill

The material in this newsletter should be part of your Injury and Illness Prevention Plan (IIPP).

Keep a copy of this newsletter in your IIPP binder.